



# Work Matters

Maricopa County's Human Services Department

August 2004

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## Las Artes de Maricopa County Celebrates Grand Opening

The grand opening of Las Artes de Maricopa County was a huge success due to the efforts of Maricopa County Supervisor Mary Rose Wilcox, the Maricopa County Human Services Department Workforce Development Division, and Maricopa Workforce Connections.

After touring the Las Artes program in Tucson a year and a half ago, Supervisor Mary Rose Wilcox set the wheels in motion for a similar program in Maricopa County.

"Sometimes young adults simply need a second chance to turn their life around," Supervisor Wilcox said. "We have modeled the program after the Las Artes program in Pima County that has been very successful for ten years. We know this concept works."

The program targets youth ages 16 to 21 in the criminal justice system, in addition to school dropouts and youth at risk

of dropping out of high school. Youth participants will create art projects such as memorials and road signs. In addition to group art projects, participants will take classes in preparation to return to high school or pass a GED test. Other components of the program include career exploration and money management.

Once accepted into the program, students will attend classes five days a week. "We're really excited about the curriculum," said **Annette Stein**, director of Human Services, who will administer the program. "The amount of support the Pima County project has generated from the community is wonderful. Students are looking forward to being able to create mosaics that will be displayed throughout the community."

In attendance at the grand opening was Governor Janet Napolitano, an admirer of the Pima County Las Artes program.

Las Artes will generate revenue by contracting projects from government departments and private sources. ■



Governor Janet Napolitano (left) listens as Mary Rose Wilcox, Board of Supervisors District 5 (center) describes the Las Artes project. Max Wilson, Board of Supervisors District 4 (right) observes the facility.

# Director's Corner

It has been nearly one year since I came to the Human Services Department and five months since my appointment. The change in administration has resulted in a redefinition of goals, a change of direction, and the establishment of a new vision for the department.

One of the most important responsibilities a director has is selecting a leadership staff that supports the goals and visions of the department. Recent personnel changes are part of the redefinition of department goals. As a result of these changes, personal loyalties have been tested and people's feelings have been intensified.

In addition to personnel changes, we are in the process of reorganizing office space at Central, and some individuals are even working on new computers. Many people are experiencing feelings of confusion and concern. To respond to these issues and deal with the changes, I have scheduled several meetings, facilitated by a coach, to assist us with the transition process. The first workshop on change and transition was presented to the supervisors and managers on August 4. Other workshops will follow shortly.

Because it is important that issues be addressed openly and directly, an electronic online communications box has been set-up that can be accessed through the intranet. This will allow you to address your concerns anonymously. If you would like a direct response to a comment or questions, submit your name and email address and I will answer you directly.

You and I are a part of the new team. We must move forward from here. You serve a vital function in the goal of helping those we serve. I work with the assumption and confidence that we will all work together to accomplish the goals of the Human Services Department. ■

## Mesa Head Start Hosts Health Fair for Children Without Insurance

Families and applicants of current Head Start students were notified and encouraged to attend the Wednesday, July 14, 2004 Health Fair at the Head Start facility in Mesa. Nearly 100 families attended the fair, giving children the opportunity to receive overdue health screenings.

Parents lined the halls with their children to have their vision, hearing, blood pressure, teeth, hemoglobin and their

intellectual development assessed. Two doctors, one physician's assistant and one dentist donated their time and expertise for the three hour event. All Head Start staff were on hand to assist with the center's first health fair. **Susie Marquez -Munoz** was the project manager for the event and said, *"It was a great success to have so many families served, we are excited to build on this event next year."* ■



*The health fair committee poses for a quick snapshot*

## Classified Vs. Unclassified

Employees have been asking about the different types of employee status in Maricopa County. In the Human Services Department we have four different types of employees: contract, classified, unclassified and temporary.

Contract employees have their employment rights set out in the contract they sign each year. That contract and any corresponding handbook explain the terms and condition of their employment.

The majority in this department are classified. Those employees are covered by the Maricopa County Employee Merit System Rules, which spells out clearly the terms and conditions of employees. Classified employees, who have completed their probationary period, have the right to appeal to the Maricopa County Employee Merit System Appeal Board any suspensions, demotion or terminations. The Merit System Rules can be found on the EBC.

Unclassified employees are those not covered by Merit System Rules and are considered at-will and can be hired or fired by the Director.

Temporary employees have no rights under our system. ■

# Arizona Workforce Connection and Small Business: A Connection That Makes Sense

Small businesses (organizations with fewer than 100 employees) are the backbone of our community. The total number of businesses in Arizona, including home-based businesses, is estimated at 664,454. Of that total, 651,317 or 98% are small businesses.

In today's fast-changing economy, small businesses are required to be quick, flexible, and innovative thinkers. They are also required to develop an extensive networking contacts and resources to ensure success. Through the Arizona Workforce Connection system, small businesses are able to receive start up information on how to survive during today's ever-changing economy and resources on how to grow their businesses.

Most businesses, however, are unaware of what Arizona Workforce Connections has to offer. For this reason, the Arizona Workforce Connection is coordinating an event that will provide the small business community a venue to network, develop relationships, access valuable resources and services provided by an array of organizations and to learn about up-to-date legislation that will affect the way they do business.

For more information regarding this program please contact: Susanne Ledy, business projects coordinator at (602)506-4201 or [sledy@mail.maricopa.gov](mailto:sledy@mail.maricopa.gov) ■

## Communications Box is Launched

To enhance and promote departmental communication, a new resource has been implemented. The Communications Box allows you the opportunity to make a comment or ask a question about the Human Services Department anonymously.

Once submitted, your question will be reviewed and answered by the next Wednesday at 5:00 p.m. All questions from that week and their corresponding answers will be available on the website for everyone to view at that time.

To access the Communications Box simply log into the Human Services Portal page. On the home page you will see the Communications Box front and center. ■

## New Computers at HSD

Recently, many HSD employees received new computers. The computers that were replaced were outdated, inefficient, and had less than one gigahertz in processor speed. A process is in place along with a budget that allows for some to receive a much needed upgraded computer. The policy is not to perform any swaps, i.e., take a computer that should go to replace an older one and give it to other staff and in turn give their computer to the user deserving the new unit. A list of all computers, sorted by processor speed was generated, those with the slowest received computers first, although budgets limited the number of units purchased. ■

## STS Employees Drive for Success!

Recently, Ivy Wixson of Sun Health Branch Senior Center sent a email complimenting **David Broyles** and **Carlotta Zima** and how they have made great efforts to meet and accommodate the needs of the elderly.

David is the dispatcher who organizes and schedules pick-ups and drop-offs and has done a wonderful job in getting as many people to the center as time will allow. Carlotta is a driver who safely transports attendees to the center, and also a driver for the home delivered meal program. We applaud your high standards and dedication to the program. ■

## West Nile Health Advisory

The Maricopa County Board of Supervisors, along with the Maricopa County Public Health Department, and the Department of Environmental Services would like to remind you that the potential impact of the West Nile Virus is heightened when standing water is not quickly eliminated. This includes, gutters, non-circulating ponds and even water dishes. With monsoon season upon us this issue is critical to the health and well-being of our community. ■

## People On the Move

### Promotions

- Todd Berndt was promoted to School-to-Career Coordinator for WIA Youth Services
- Diana Shepherd was promoted to Special Services Supervisor

### NewHead Start Teachers

- Cynthia Coats
- Deaanna Dugan
- Jeanne Ellsworth
- Pearl Holmes
- Tahira Karim
- Bobby King
- Elizabeth King
- Jennifer Madsen
- Heidi Morris
- Dianna Posta
- Megan Silva
- Marie Soliz
- Jennifer Van Allen

### New Head Start Teacher's Aides

- Stephanie Castillo
- Ruth Montalavo
- Rosmary Tovar

### New Family Case Specialists

- Irene Park
- Daniel Pineda

## Who is the HSD Procurement Officer?

Steve Hedrick is a 53-year-old Cancer who enjoys weekends in his Lazy-Boy recliner watching TV and controlling the programming right from his armchair. Steve's dislikes are simple: rude people and the depletion of ozone.



Steve came to us from a 23-year career in the Army where he retired as Lieutenant Colonel. He gained his procurement experience as a Department of Defense contracting officer purchasing classified "black box" electronic equipment for the Army's Special Operations Command.

Upon his retirement, Steve, his wife Anita, and their two sons, Joe and Brian, returned to Phoenix, the place from which Steve and Anita had departed when he left for the Army. Steve also has a daughter, Cheryl, who recently gave birth to his first grandson, Kyle. His son Joe is a Marine infantryman who just returned from his second tour in Iraq. His son Brian is engaged to be married in September.

Steve is an accidental Arizona native who was born in Mesa as his mother was en route to San Diego to see his Marine father off for the Korean War. He received his AA degree from Arizona Western College in Yuma, his BS degree from Arizona State University and his MS Degree from Rutgers University. ■

